



DEPARTMENT OF THE NAVY
CARRIER AIRBORNE EARLY WARNING SQUADRON 120
1027 BELLINGER BLVD.
NAVAL STATION NORFOLK, VIRGINIA 23511-2216

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20 Feb 20

MEMORANDUM

From: Commanding Officer, Carrier Airborne Early Warning Squadron 120
To: All Hands

Subj: HAZING AND HARASSMENT POLICY STATEMENT

1. It is a Command-wide obligation to prevent hazing. Hazing erodes teamwork, esprit-de-corps, and is against my policy of treating every GREYHAWK with dignity and respect. Each leader and supervisor – both military and civilian – is expected to fully support all aspects of this policy, and All Hands are responsible for conducting themselves in a professional manner consistent with the Department of the Navy hazing policy.

2. As stated in SECNAVINST 1610.2A, hazing is defined as any conduct whereby a military member or members, regardless of service or rank, without proper authority causes another military member or members, regardless of service or rank, to suffer or be exposed to any activity which is cruel, abusive, humiliating, oppressive, demeaning, or harmful. Soliciting or coercing another to perpetuate any such activity is also considered hazing. Examples include but are not limited to the following: playing abusive or ridiculous tricks, threatening or offering violence or bodily harm to another, striking, branding, tattooing, shaving, "pinning," "tacking on," "blood wings," or forcing or requiring the consumption of food, alcohol, drugs, or any other substance. Hazing is contrary to our core values of Honor, Courage, and Commitment. Adherence to the core values by All Hands is central to the Command's ability to meet its mission. Our core values are our guiding principles for treating all personnel with dignity and respect. Any form of hazing is punishable under the Uniform Code of Military Justice.

3. There shall be no "initiations" for any new members of the command. Those ceremonies customary and traditional to the Naval service, including Chief Petty officers' induction will be conducted and supervised to ensure proper decorum, dignity and self-respect of the individual are maintained.

4. Reprisal against personnel engaging in protected activity (whistleblowers), or harassment in any form will not be tolerated in this Command. Full support from all personnel is expected in carrying out this policy to ensure a work environment that is free of hazing.

A handwritten signature in black ink, appearing to read "A. P. RYBAR", is located below the text of the memorandum.

A. P. RYBAR